



In the opening thought-work session, the trainers demand that the men make a list of associations about white male culture. The trainers write "white supremacists," "KKK," "Aryan Nation," "MAGA hat," "privileged," and "mass killings."



Work hard to better understand systemic privilege.

White Privilege:

- Male Privilege:**

- ### Heterosexual Privilege:

- Next, the white male employees must expose the "roots of white male culture," which consists of "rugged individualism," "a can-do attitude," "hard work," and "striving

towards success"—which sound good, but are in fact "devastating" to women and POCs.

KEY WHITE MALE CULTURE CHARACTERISTICS

Studying the relationship between white male culture and the history of the British Isles can help American white men see which traits—traits that ensured their ancestors' survival—live on in them today. These traits include:

- Survivor mentality that focuses on the future
- A tendency to rugged individualism
- A can-do attitude
- Operating from principles and conscience
- Focus on hard work, action, and task completion
- Striving toward success and materialism
- Measured moderation and silent strength
- Focus on status and rank over connection.

Success in white male terms is often linked to evaluating one's place in the hierarchy. Power and success is derived from a person's organizational status and positional rank. The higher the individual's position, the more status the person has.

Corporate culture in the U.S. is heavily influenced and affected by status and rank. Thus, the natural consequence is to have those who don't fit the in-group norm (people of color, gays/lesbians, women, and non-Christians, etc.) placed in a lesser position. Despite all good interactions, it's impossible to deny that this unchecked dynamic is still embedded within individual interactions in the workplace. Often its subtle effect is devastating to those on the receiving end.

In fact, the trainers claim that "white male culture" leads to "lowered quality of life at work and home, reduced life expectancy, unproductive relationships, and high stress." It also forces this "white male standard" on women and minorities.

Issue II. Costs to White Men from the Current System

The white male culture is results oriented, but the results are not without cost, according to the workshop leaders. Among these are a lowered quality of life at work and home, reduced life expectancy, unproductive relationships, and high stress. The "fix it" orientation and rugged individualism limits white males' ability to hear and understand others, dampens their curiosity, isolates them from others, and limits their access to support networks.

Issue III. Impacts of White Male Culture on the Workforce

As Proudman and Welp contend, the white male culture creates expectations, roles, and stereotypes for all segments of the workforce—white men, white women, and people of color. White men often overcompensate for the white male stereotype, abdicate group processes to women, and get blamed for lack of promotions for people from other groups. Because of the role they are expected to play, they typically don't have the opportunity to practice being an ally to diversity groups.

White women feel they don't have the option to be mediocre or they won't be taken seriously. They often experience self-doubt and feel torn between work and family. They have learned not to express emotion in the workplace lest they be perceived as high maintenance.

People of color often resent having to conform to the white male standard in corporate America. They feel they are living out of context with who they really are and often see the company as temporary before returning to their own culture, thus affecting their retention.

In a subsequent session, the white males must publicly recite a series of "white privilege statements" and "male privilege statements." They must accept their complicity in the white male system and their role in creating oppressions.

PRIVILEGE STATEMENTS

as generated by participants

White Privilege

- Not worrying about being pulled over by police for no reason
- Easier to access the "system"
- White have the privilege of not being pulled over by cops just based on skin color, neighborhood they are in, or car they are driving
- Easier to get promoted
- Not being pulled over at border crossing for no reason
- Easier to fit into corporate America

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- White people can loiter at Starbucks without having the police called
- Not being rejected for a loan
- Being deemed as not having enough money to buy a house, car, etcetera, before I fill out paperwork
- As a "majority" we often prevail in elections, which drive our society and economy
- Acceptance is often without a test or trial of capability
- White privilege is being able to buy a home in any neighborhood they want
- Wealth accumulation over generations or decades allows more options (like college)
- We expect things to be our "normal" since we are the majority
- I don't wonder if people judge me on the color of my skin
- I am generally not fearful of being stopped by the police
- White privilege of not worrying about neighbors questioning their safety when they move into a neighborhood
- I can't drive anywhere I want without being stopped for driving because of my race and color
- White privilege is not being asked if you can really afford something
- I don't have to remove my family pictures from my house for quicker sale of my house
- Assume that my local schools are of good quality
- Don't have to deal with "driving while black" responses from law enforcement
- Can shop in upscale store without being assumed to be either unable to afford or even a shoplifter
- No history (in the U.S.A.) of being legislated against, such as scalp bounties, ethnic extermination, slavery
- Whites generally have greater access to affluent areas (Native Americans can't sell their house on the reservation and afford to move to the bay area)
- I can walk freely into almost any business without being scrutinized
- Don't have negative assumptions made about intelligence or citizenship based on the color of your skin
- Having a co-signer for a loan
- White people are more wealthy
- The ability to dominate language
- No one is afraid to come to my garage sale
- Being accepted to country club
- White privilege is being first in line: first to be served; first to be noticed; first to be listened to, etcetera
- White privilege is viewing police officers as there to protect you
- White people have access to better education

Male Privilege

- Men can easily be physically dominant/intimidating
- Men can make a mistake and be praised for being a risk-taker, but if women make a mistake, they are labeled as incompetent
- Men can oggle women and get a pass from their colleagues
- Men can choose to ignore gender, racial and ethnic diversity with no consequence
- Men don't get overlooked or judged when they are on maternity leave
- Men can have a reasonable chance of being able to defend themselves when faced with a physical threat
- Men don't worry about what their colleagues at work think about their involvement with parenting, for example, "is she really serious about her job, she leaves early to take the kids to practice" versus "he is such a great dad, so involved with his kids"
- Men move up in the organization faster than women
- Men can walk past a scruffy character in the Wal-Mart parking lot without clutching their purse tighter
- Men can wear the same jacket three days in a row to a business meeting (blue blazer/khaki slacks)
- Men do not have to go through pregnancy to have children

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- Men can be viewed as a stud, whereas women can be viewed as promiscuous or un-ladylike
- Men can stage at a different hotel from the conference and feel safe
- Men are physically stronger
- Men's loud or deep voices and/or physical presence can be intimidating
- Men can be viewed negatively when they are stay-at-home dads, house husbands, they can be viewed negatively for not being the household's provider or being weak
- Men can easily pee standing up without a lot of mess
- Men can use their physical strength and height to invade others space just to psychologically intimidate
- Men are assumed to be the primary breadwinners so they receive positive unconscious bias and receive a higher percentage pay increase or more stock options
- Men are assumed to be the financial providers and decision makers
- Men can dine along and be waited on immediately and be attended to regularly throughout their meal
- Men can go into a room and not feel different
- Men can assert leadership without being challenged
- Men can get more sports scholarships for college
- Men can walk around at night and feel safe
- Men can expect that they will be accepted into the "club" at work just by making good connections
- Men don't worry about safety when traveling
- Men sometimes get credit for ideas that women came up with
- Men can park anywhere at night at the mall without paying attention to where the well-lit areas are
- Men are rarely, if ever, asked to take notes, buy food, or set up the room
- Men can jog at night and feel safe
- Men can choose to ignore housework
- Men can easily dress up — put on a tie and jacket and there you are
- Men can walk across La Posada from our meeting area to their rooms without first making sure they have their room card in hand
- Men can go through life without dealing with "time of the month"

Finally, as the reeducation camp concludes, the white males must write letters "directed to white women, people of color, and other groups regarding the meaning of this Caucus experience." They apologize for their "privilege" and pledge to become "better [allies]."

Personal Reflections

1. Please write a short message directed to white women, people of color and other groups regarding the meaning of this Caucus experience for you.

First and foremost, I am sorry. I am sorry for the times I have not stood up for you to create a safe place. I'm sorry for the time I've spent not thinking about you and all the privilege I've assumed because I have them, you have them. Second, I commit to taking a stand to ensure I make the environment around me safe. And I commit to reflect, be aware, and advocate that my privilege be dangerous for experience for you.

2. Please write a short message directed to other white men regarding the meaning of this Caucus experience for you.

Personal Reflections

1. Please write a short message directed to white women, people of color and other groups regarding the meaning of this Caucus experience for you.

The meaning of the Caucus to me was to open my thinking and empathy around groups other than white males and how we interact with them from position of power, unwittingly sometimes. It was a huge learning about the impact we can have. It gave tools and some ideas on how to engage or deal with special, difficult situations. It motivated me to take action + move beyond the fears of such situations to improve both my work + individual actions.

2. Please write a short message directed to other white men regarding the meaning of this Caucus experience for you.

Personal Reflections

1. Please write a short message directed to white women, people of color and other groups regarding the meaning of this Caucus experience for you.

The caucus allowed me to see the privilege, although not previously realized, that I have as a white male in society and at Sandia. The caucus taught me there are both individual and group paradoxes, and that as I view these perspectives not from a lens of being right but from a lens and both are right, I can have greater empathy and understanding which creates a safe

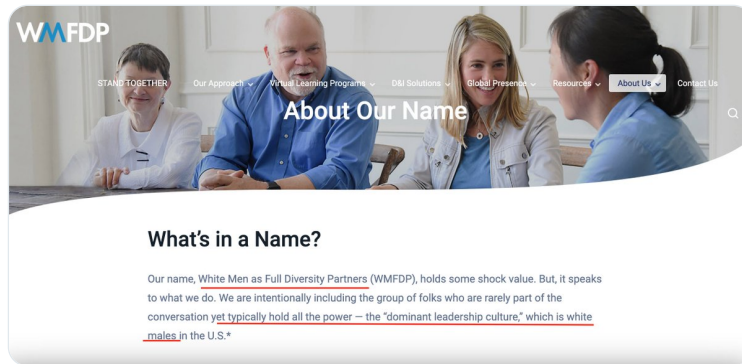
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Personal Reflections

1. Please write a short message directed to white women, people of color and other groups regarding the meaning of this Caucus experience for you.

The meeting helped me see different perspectives on diversity and helped give me tools and leadership skills to step in a better ally, mentor, employee, friend. It also helped me to better understand the diverse culture in US businesses and how that culture demands different levels of energy depending on the degree to which an individual is inside or outside that group.

Who is leading the struggle session? A company called "White Men As Full Diversity Partners." This is no joke—their company is literally called White Men As Full Diversity Partners and they specialize in confronting those who "typically hold all the power": namely, "white males."

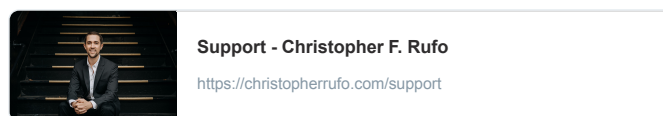


It's time to expose this taxpayer-funded pseudoscience and rally the White House and legislators to stop these deeply divisive training sessions. My goal is simple: we must pass legislation to "abolish critical race theory" in the federal government. Let's push as far as we can.

P.S. Here are the full documents from Sandia National Laboratories' training on "white privilege" and "white male culture."



P.P.S. Many of you have asked how you can support this series of investigations. I'm rallying an army of \$5 and \$10 monthly donors—I'd love to have you on my team.



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